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ABSTRACT

This newsletter theme issue analyzes college faculty union organization activities during 1992. It notes an increase in the number of collective bargaining agents, as eight collective bargaining elections were won by the American Association of University Professors (AAUP), American Federation of Teachers (AFT), and National Education Association (NEA). In addition, Communication Workers of America was elected to represent graduate and teaching assistants at a state university. This increase in bargaining agents is contrasted with a decrease in the number of faculty represented. Other statistics cited include: (1) two "Change of Agent" elections were conducted; (2) one "Challenge to Agent" election was held; (3) interunion rivalry subsided significantly during 1992; (4) no decertification elections were conducted; and (5) no faculty strikes occurred during 1992. A table summarizes the election data. Two graphs show the geographic distribution of faculty bargaining agents by state, and the number and percentage of faculty represented by AFT, NEA, AAUP, independent agents, and others. (JDD)

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NATIONAL CENTER FOR THE STUDY OF COLLECTIVE BARGAINING IN HIGHER EDUCATION AND THE PROFESSIONS

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Unionization Among College Faculty - 1993

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Unionization Among College Faculty - 1993

INTRODUCTION

Two conflicting trends characterized faculty higher education collective bargaining activities across the United States during 1992. On the one hand, the number of collective bargaining agents increased to an all time high of 484. All of this increase can be attributed to three factors:

1. Eight election victories won by the principal academic unions.

2. No successful union decertification elections occurred during 1992.

3. The NLRB did not establish any additional Yeshiva-like decisions, stripping faculty bargaining agents of their legal protection.

On the other hand, the number of faculty members represented for purposes of collective bargaining decreased slightly (.89 percent) to 226,813. The continued effects of the recession and the fiscal stresses confronting many institutions contributed to this decline. Faculty collective bargaining remains an overwhelmingly public sector phenomenon. Faculty members employed at public sector institutions account for 96 percent (217,180) of all faculty represented for purposes of collective bargaining. Faculty members employed at private sector institutions account for 4 percent (9,633) of all represented faculty.

The number of faculty bargaining agents increased in 1992, because of eight collective bargaining election victories by the AAUP, AFT, and the NEA for new faculty bargaining units. Six of these elections involved public sector institutions; two occurred at private sector colleges. Unions won every collective bargaining election during 1992. Faculty members rejected the option of "No Agent" in all campaigns. Four of the eight elections involved part-time and temporary track faculty members only.

In addition to the eight new bargaining agent elections, two "Change of Agent" elections were conducted during 1992. By the phrase "Change of Agent" election, we mean an election in which the faculty votes to replace an already established bargaining agent with another union.

There was one "Challenge to Agent" election during 1992. By the phrase "Challenge to Agent" we mean an election in which an established bargaining agent is unsuccessfully challenged by one or more unions.

The National Center can also report that the graduate and teaching assistants at the State University of New York (SUNY) voted on December 18, 1992 in favor of union representation. The successful union, CWA, received 1,936 votes and No Agent received 338.

Inter-union rivalry has subsided significantly during 1992. None of the election results indicate that a "union raid" had taken place by any of the three principal faculty unions, AAUP, AFT, or NEA against each other. However, in two "Change of Agent" elections the AFT and the NEA challenged previously certified "Independent" unions and each other.

No decertification elections were conducted during 1992. By the phrase decertification election, we mean an election in which the faculty votes to retain or eliminate a certified bargaining agent. If a majority of the faculty votes for "No Agent," the bargaining agent is said to be decertified.

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The National Center cannot document any strikes during 1992; nor can we report the signing of any first contracts.

AGENTS ELECTED

Faculty members participated in eight collective bargaining elections during 1992. These faculty members chose new collective bargaining agents in all of the following elections: Peirce Junior College (PA), Warren County Community College (NJ), Edward Waters College (FL), Truckee Meadows Community College (NV), State Center Community College (CA), the Connecticut Technical Colleges, Northern Illinois University, and Milwaukee Area Technical College (WI).

Three of these elections included part-time faculty members only: State Center Community College (CA), the Connecticut Technical Colleges (CT), and the Milwaukee Area Technical College (WI). In all three institutions, full-time faculty had previously organized bargaining units. In one other institution, Northern Illinois University, temporary track faculty members chose a collective bargaining agent, even though no other faculty union at their institution had achieved bargaining status.

Two of these colleges, Peirce Junior College and Edward Waters College, are private sector institutions.

The aggregate bargaining unit size from all eight elections is 2,234.

CHANGE OF AGENT ELECTIONS

At Jamestown Community College (NY) and Pierce College (WA), challenging unions waged successful campaigns against established Independent bargaining agents. Both incumbent unions lost their bargaining agent status in these elections and were replaced by new unions.

CHALLENGE TO AGENT ELECTIONS

At Terra Technical College (OH), an incumbent union successfully held back a challenge to its bargaining agent status.

AAUP

The AAUP was involved in two of the eight new bargaining agent elections and won both of them. At the private sector Edward Waters College, the AAUP defeated No Agent 21-20, in a bargaining unit of 50 faculty members. At Truckee Meadows Community College (NV), the faculty voted 58-37 for AAUP against No Agent in a bargaining unit of 103. The AAUP at Truckee Meadows is the only faculty bargaining agent within the State of Nevada which the National Center has on record.

The AAUP and its affiliates, including dual affiliations, now represent faculty at 58 colleges and universities. These include 36 public and 22 private institutions. Of these, 50 are four-year and eight are two-year institutions.

AFT

The AFT was involved in four of these eight new bargaining agent elections and won all of them. Three of these, State Center Community College, Connecticut Technical Colleges, and Milwaukee Area Technical College involved part-time faculty in separate units of part-time faculty where the full-time faculty is already represented by AFT. The AFT achieved voluntary recognition at State Center Community College for a bargaining unit of 400. The AFT defeated No Agent 118-28 at the Connecticut Technical Colleges. The part-time faculty at Milwaukee Area Technical College voted 323 for AFT and 86 for No Agent in a unit of 1,206.

The fourth AFT victory occurred at Northern Illinois University in a unit of temporary track faculty which voted 68 for AFT and 40 for No Agent in a bargaining unit of 200.

The AFT won both "Change of Agent" elections conducted during 1992. At Jamestown Community College, the AFT replaced an Independent union. There, the faculty voted 53 for AFT, 15 for AAUP, and 15 for NEA in a bargaining unit of 125. At Pierce College, the AFT also replaced an Independent union for a bargaining unit of 415 (150 full-time and 265 part-time). At Pierce, three elections had to be held before a victor was certified. In the first election the NEA received 115 votes, the AFT 71, the Independent union 38, and No Agent 28. Since no union achieved majority status, a runoff election was conducted between the two unions with the highest number of votes in the first election: NEA and AFT. AFT appeared to have won the second election 137-97, however, NEA filed objections to the election and a third election was held. AFT won the second runoff 135-83.

The AFT was also involved in the one "Challenge to Agent" election during 1992. At Terra

Technical College (OH), the faculty voted 38-0 to retain the AFT, in a bargaining unit of 50.

The AFT and its affiliates, including dual affiliations, now represent faculty at 159 colleges and universities. This includes 136 public and 23 private institutions. Of these, 50 are four- year and 109 are two-year institutions.

NEA

The NEA was involved in two of these eight new bargaining agent elections and won both of them. At the private Peirce Junior College, the PSEA/NEA defeated No Agent 27 to 9, for a bargaining unit of 50. At Warren County Community, the NJEA/NEA defeated No Agent 8-4 for a bargaining unit of 12.

The NEA and its affiliates, including dual affiliations, now represent faculty at 221 colleges and universities. This includes 207 public and 14 private institutions. Of these, 33 are four-year and 188 are two-year institutions.

INDEPENDENT

The National Center has no reports of any new Independent faculty bargaining agents established during 1992. As noted under the AFT update above, Independent unions were replaced as bargaining agents at two institutions during 1992.

Independent unions, including dual affiliations, represent faculty at 47 colleges and universities. This includes 36 public and 11 private institutions. Of these, 14 are four-year colleges and 33 are two-year.

DECERTIFICATION

The National Center has no reports of any bargaining agent decertification occurring during 1992.

STRIKES

No faculty strikes occurred during 1992.

LEGISLATION

The state of New Mexico passed legislation allowing public employees, including faculty members at public colleges and universities, to engage in collective bargaining with respect to wages and working conditions.

FIRST CONTRACTS SIGNED

The National Center has no reports of any first contracts signed during 1992.

DEMOGRAPHIC ANALYSIS

The two contradictory aspects of a small increase in the number of faculty bargaining agents and a slight decrease in the number of faculty represented by collective bargaining agents stand out as the most important demographic characteristics of 1992. The unions did organize eight new units. However, the number of faculty represented in these victories does not appear large enough to offset the losses of faculty members to the economic rescissions transpiring throughout the country. Collective bargaining at the academy remains an overwhelming public sector phenomenon, although two of the eight new bargaining agents elected during 1992 developed in private institutions. Both the AAUP and the NEA won a bargaining election at a private sector college. All four of the new AFT bargaining agents represent either part-time (3) or temporary faculty (1).

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SUMMARY OF ELECTIONS - 1992

A. AGENTS ELECTED

Institution	State	Unit Size	Vote	Agent Elected	2/4 Year College
*Edward Waters College	FL	50	AAUP 21 N-Agt 20	AAUP	4
Milwaukee Area Technical Colleges	WI	1,206 pt	AFT 323 N-Agt 86	AFT	2
Northern Illinois University	IL	200 temp.	AFT 68 N-Agt 40	AFT	4
*Peirce Junior College	PA	50	PSEA/NEA 27 N-Agt 9	PSEA/NEA	2
State Center Community College	CA	400 pt	Voluntary Recognition	AFT	2
State University of New York	NY	3,900 GA/TA	CWA 1,936 N-Agt 338	CWA	4
Technical Colleges	CT	213 pt	AFT 118 N-Agt 28	AFT	2
Truckee Meadows Community College	NV	103	Faculty 58 Alliance (AAUP) N-Agt 37	AAUP	2
Warren County Community College	NJ	12	NJEA/NEA 8 N-Agt 4	NJEA/NEA	2

B. CHANGE IN AGENT STATUS

Institution	State	Unit Size	Vote	New Agent	Former Agent	2/4 Year College
Jamestown Community College	NY	125	AFT 53 AAUP 15 NEA 15	AFT	Ind.	2
Pierce College	WA	150 ft 265 pt	AFT 135 NEA 83	AFT	Ind.	2

C. CHALLENGE TO AGENT STATUS

Institution	State	Unit Size	Vote	Challenging Agent	2/4 Year College
Terra Technical College	OH	50	AFT 38 N-Agt 0	N-Agt	2

D. AGENTS DECERTIFIED

No reported faculty agent decertifications in 1992.

E.NO-AGENT VOTES

None reported during 1992.

F. FIRST CONTRACTS SIGNED

No reported first contracts.

TABLE ONE
GEOGRAPHIC DISTRIBUTION OF FACULTY BARGAINING AGENTS, 1993

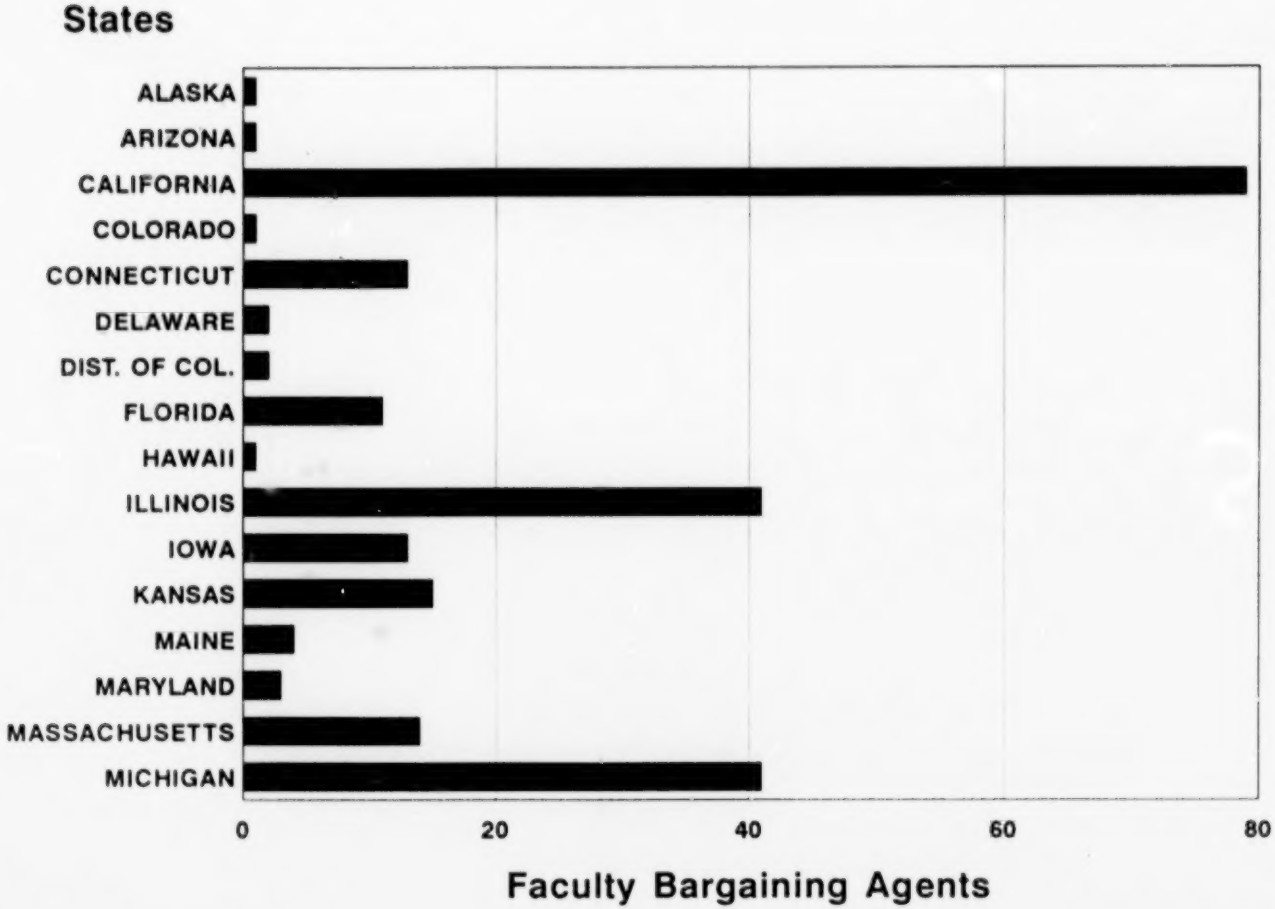


TABLE ONE (CONT.)
GEOGRAPHIC DISTRIBUTION OF FACULTY BARGAINING AGENTS, 1993

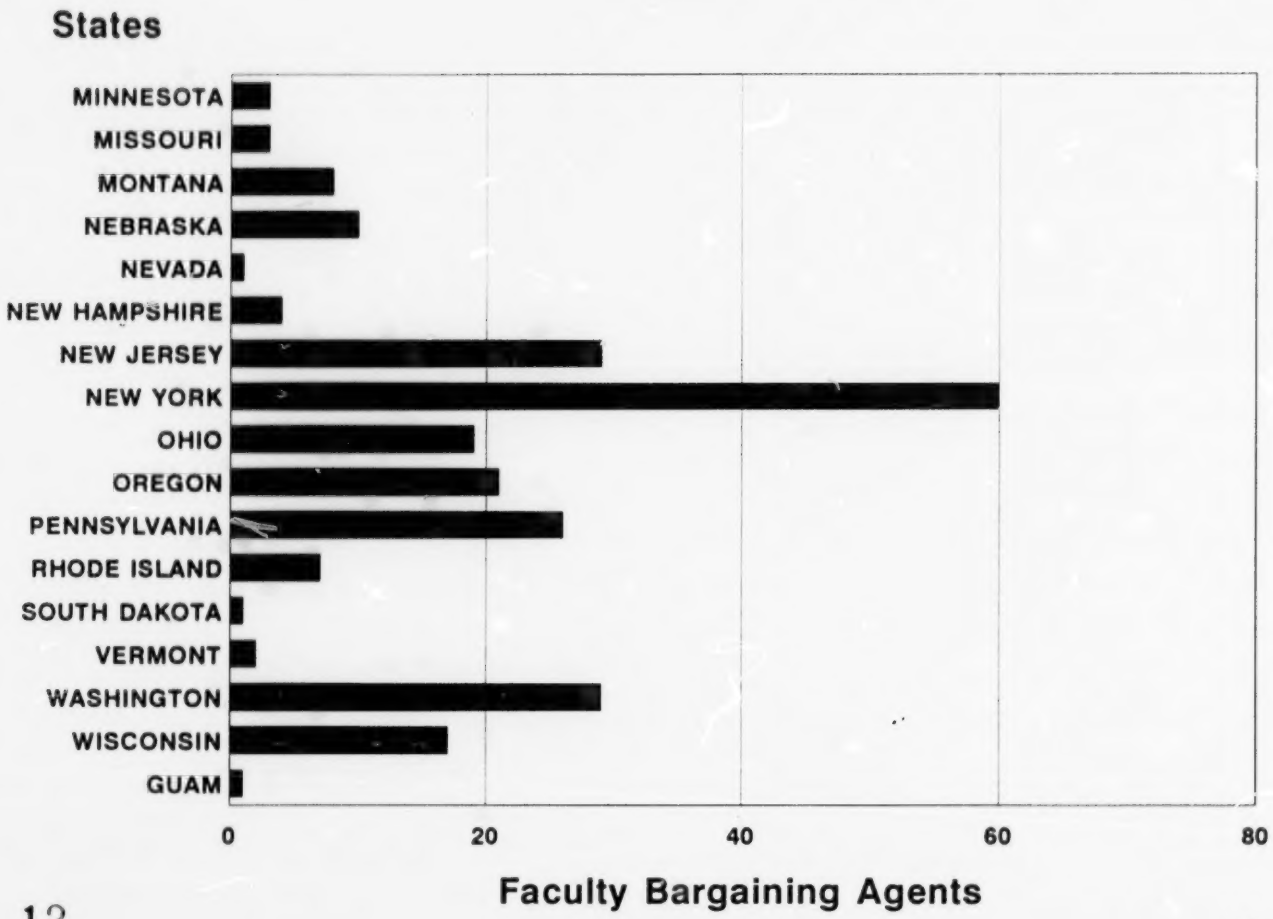
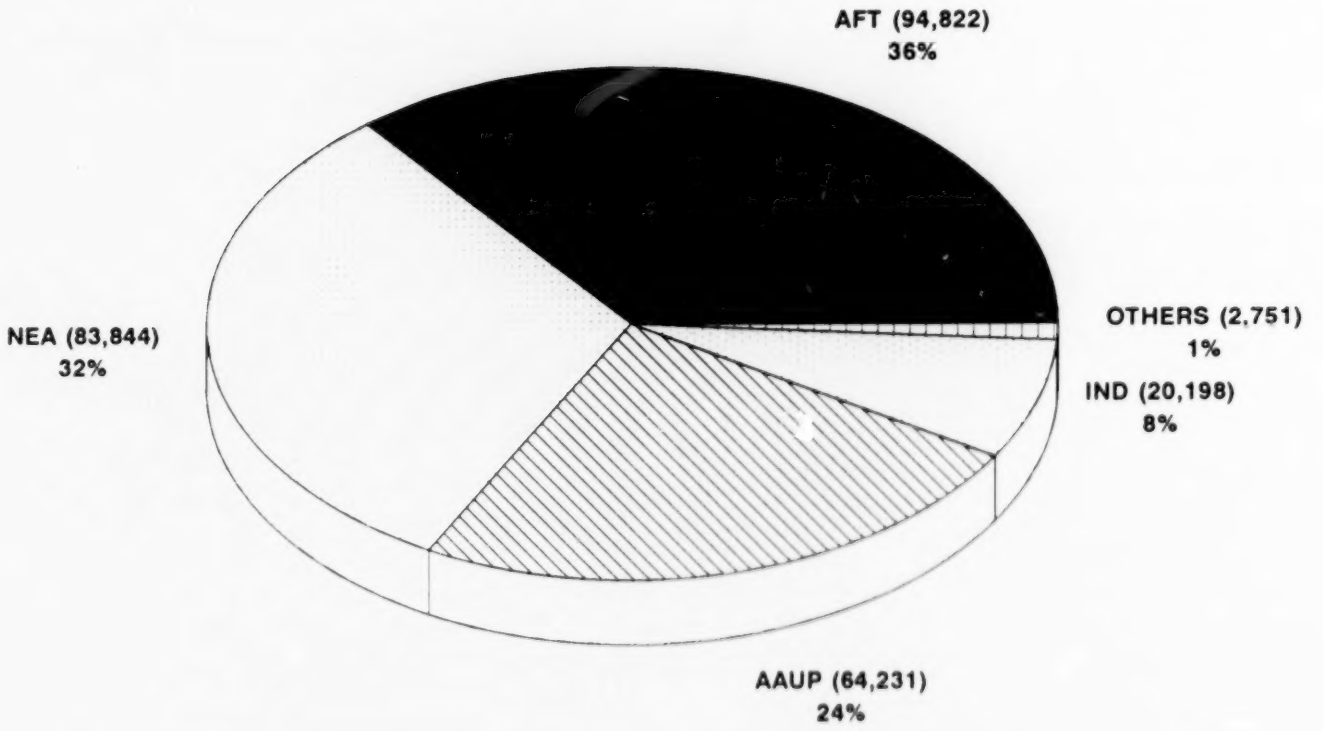


TABLE TWO
FACULTY REPRESENTED BY CERTIFIED BARGAINING AGENTS, 1993



Dual Affiliation Membership Status Credited to Both Organizations